



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON VICENZA  
UNIT 31401, BOX 41  
APO AE 09630

IMEU-VIC-EO

21 OCT 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Garrison Vicenza Policy Memorandum 08-37, Equal Opportunity Policy

1. I am firmly committed to the Army's Equal Opportunity Program and its goals. For today's Army to continue to be the best in the world, we must all remain committed to the ideals of fairness and equal opportunity. Values are an integral part of our organization and the foundation of our Army institution. People remain the cornerstone of readiness. Each member of this command must be treated fairly and with dignity and respect in all aspects of daily interactions. We expect members of our communities to treat one another as they desire to be treated. Leaders at all levels must continue to establish and maintain command climates that focus efforts toward mission accomplishment. We all rightfully expect standards to be enforced as we live the Army values.

2. Everyone has the right to compete for advancement based upon his or her abilities and merit, irrespective of race, skin color, ethnic background, religious faith or gender. I challenge each leader to create and maintain an environment free of discrimination and sexual harassment. Every soldier, civilian and their family members have the right to achieve their potential and serve in an organization which values them as individuals. Discrimination, unequal treatment, sexual harassment, hate groups and unprofessional conduct have no place in this command or our communities. These rights refer to both on or off post activities, housing and recreational areas.

3. We will continue to demonstrate that America's Army is the equal opportunity leader in our nation and the institution where men and women of diverse backgrounds can aspire to achieve greatness.

4. I ask that all member of this command commit themselves to making this program work. You are encouraged to use the chain of command to identify and resolve problems. All members of this command and our communities are protected from acts of threats of reprisal.

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5. This policy memorandum supersedes U.S. Army Garrison Vicenza Policy Memorandum 06-25, Equal Opportunity Policy dated 16 September 2005.

A handwritten signature in black ink, appearing to read "Erik O. Daiga", is written over the printed name.

ERIK O. DAIGA  
COL, MI  
Commanding

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